REPORT
ON
SALARIES OF ADMINISTRATIVE FACULTY
IN NURSING,
EXCLUDING DEANS

April 1988
Institutional Data System
American Association of
Colleges of Nursing

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REPORT

ON

SALARIES OF ADMINISTRATIVE NURSING FACULTY

EXCLUDING DEANS

IN

COLLEGES AND UNIVERSITIES

April 1988

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Introduction

This is the fourth and final report on the 1987-88 Salary Survey conducted by the Institutional Data System (IDS) of the American Association of Colleges of Nursing. The average salaries reported here represent the administrative faculty of baccalaureate and graduate programs in AACN member schools. Of the 391 schools surveyed in fall 1987, 345 schools or 88 percent returned a completed questionnaire; calculation of the salaries herein represents a total of 610 administrative faculty of collegiate programs. It should be noted that two factors influenced the response rate: 1) completion of the questionnaire on administrative faculty was voluntary and 2) many smaller schools do not have positions allotted for administrative functions. Calculation of average salaries also excludes interim administrators (N=44). The total number of administrative faculty used in the final calculations was 566.

Overview

Section 1 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaires. Presentation of the survey results appears in Section 2.

The 1987-88 IDS Survey series consists of four reports: Faculty Salaries, Deans' Salaries, Administrative Faculty Salaries, and Enrollment and Graduations. Each of the four reports can be used independently of the others.

Information regarding the series as a whole is presented in Appendix I, "Background to the IDS Survey" of this report. The remaining appendices include IDS Survey Forms, a list of participating schools, and a map of the membership regions.

Each member school receives a computer printout showing its ranking with peer group schools on selected variables as an additional service. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data. At all times, the confidentiality of member schools is guaranteed.

Section 1. Survey Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollment and graduations, but also provide the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 2.

Survey Techniques

The first mailing of survey forms was sent to member schools in August 1987. Reminder letters were sent in the fall to members who had not returned survey forms. Follow-up phone calls were made throughout November and December. Data collection was terminated in January with a 91 percent response rate.

Data Processing

As part of processing the data, all salary figures were converted to either an academic or calendar year basis. The preparation of tables involved the conversion of salary from each individual, whether on an academic or calendar year basis, to an equivalent amount. Therefore, each table represents the entire sample of respondents. To do this, salary data based on the calendar year were multiplied by nine-elevenths (9/11) converting them to academic year data, and salary data based on an academic year were multiplied by eleven-ninths (11/9) converting them to calendar year data.

Where there is a sufficient number of faculty in a group, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and the 50th percentile has not been reported when the number is less than three.

Terminology

As can be seen in Appendix II, all four survey forms provide instructions for their completion. In general, the more common terms are defined by common usage in the academic community. To ensure uniformity however, some terms have been defined specifically:

* school: the nursing unit in higher education institutions that offer baccalaureate, master's, or doctoral programs in nursing;

* dean: the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or another term;

Terminology (continued)

* salary basis: determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

* administrative faculty: nurse faculty who allocate at least 50 percent of their time to administrative functions; does not include non-nurses in administrative positions.

Seven administrative titles were identified as relevant to positions in nursing education: associate/assistant dean, chair, director, head, coordinator, and assistant to the dean. In schools where the chief executive officer is titled dean, administrative personnel were generally titled assistant dean, director or chairperson. Other schools have the title of director to denote the chief executive officer, while administrative personnel are termed assistant directors. For the purpose of salary comparison, these administrative positions --- assistant dean, director, and assistant director --- are comparable. The category "other" refers to personnel with titles such as clinical chief, RN advisor, educational planner, and clinical nurse facilitator.

Section 2. Presentation of Tables

The following tables are presented in two different formats. The first format, used in Tables 1 through 22, presents salaries for eight administrative faculty titles in percentiles. In addition to data for all schools, salary tables are presented by region, institutional control, and size of faculty. The second format used in Tables 23 through 30 present data about administrative faculty by degree level and academic rank for four titles of associate dean, assistant dean, chairpersons, and director. Data include the number of individuals in each category, mean salaries, and the standard deviation.

TABLE 1

Administrative Faculty Salaries by Title
All Schools - All Regions

	N	10th	25th	50th	75th	90th
Associate Dean	138	$33,000	38,400	43,600	50,100	53,800
Assistant Dean	117	29,900	32,900	37,500	41,600	45,400
Chair	89	30,900	36,100	40,100	46,800	53,500
Director	138	25,200	29,100	33,900	41,500	48,700
Head	8		38,700	40,500	42,300	
Coordinator	50	22,000	25,300	29,800	35,700	37,900
Assistant to	7		23,200	28,500	35,700	
Other Title	19	20,700	23,800	28,800	32,900	36,200

TABLE 2

Administrative Faculty Salaries by Title and Region
North Atlantic States

	N	10th	25th	50th	75th	90th
Associate Dean	22	$30,800	33,200	44,200	52,200	59,400
Assistant Dean	24	28,400	32,100	34,200	40,400	43,300
Chair	17	29,800	31,300	40,000	49,400	58,600
Director	35	22,300	28,500	32,500	37,500	47,300
Coordinator	12	22,900	27,700	32,800	39,200	40,300
Assistant to	2					
Other Title	9		29,300	32,300	33,500	

TABLE 3

Administrative Faculty Salaries by Title and Region
Midwestern States

	N	10th	25th	50th	75th	90th
Associate Dean	39	$33,100	37,000	44,600	50,300	54,500
Assistant Dean	41	31,100	34,200	37,500	43,400	48,900
Chair	30	31,100	34,500	41,300	45,800	54,600
Director	35	25,800	28,600	35,200	43,000	49,800
Head	2					
Coordinator	20	21,200	24,300	29,800	31,600	35,800
Assistant to	1					
Other Title	2					

TABLE 4

Administrative Faculty Salaries by Title and Region
Southern States

	N	10th	25th	50th	75th	90th
Associate Dean	50	$33,800	41,200	44,700	50,100	54,000
Assistant Dean	41	30,800	34,700	39,000	44,000	49,900
Chair	37	32,400	36,400	39,800	45,800	51,100
Director	51	25,700	30,200	35,700	41,500	50,700
Head	4			40,900		
Coordinator	14	21,700	24,900	27,200	34,600	37,800
Assistant to	4			29,100		
Other Title	5		22,200	28,600	30,200	

TABLE 5

Administrative Faculty Salaries by Title and Region
Western States

	N	10th	25th	50th	75th	90th
Associate Dean	27	$34,300	37,200	40,900	46,600	53,500
Assistant Dean	11	27,800	29,500	32,800	36,400	40,000
Chair	5		40,600	48,300	54,400	
Director	17	24,400	30,100	33,900	39,600	48,000
Head	2					
Coordinator	4			35,300		
Other Title	3			23,800		

TABLE 6

Administrative Faculty Salaries by Title
All Schools - All Regions

	N	10th	25th	50th	75th	90th
Associate Dean	138	$40,300	47,000	53,300	61,300	65,800
Assistant Dean	117	36,500	40,200	45,800	50,800	55,500
Chair	89	37,800	44,100	49,000	57,200	65,400
Director	138	30,800	35,600	41,400	50,700	59,500
Head	8		47,300	49,500	51,700	
Coordinator	50	26,900	31,000	36,400	43,600	46,400
Assistant to	7		28,400	34,800	43,600	
Other Title	19	25,300	29,100	35,200	40,300	44,200

TABLE 7

Administrative Faculty Salaries by Title and Region
North Atlantic States

	N	10th	25th	50th	75th	90th
Associate Dean	22	$37,600	40,600	54,000	63,800	72,600
Assistant Dean	24	34,800	39,200	41,800	49,400	53,000
Chair	17	36,400	38,200	48,900	60,400	71,600
Director	35	27,300	34,800	39,700	45,800	57,900
Coordinator	12	28,000	33,800	40,100	47,900	49,200
Assistant to	2					
Other Title	9		35,800	39,500	40,900	

TABLE 8

Administrative Faculty Salaries by Title and Region
Midwestern States

	N	10th	25th	50th	75th	90th
Associate Dean	39	$40,500	45,200	54,500	61,500	66,700
Assistant Dean	41	38,000	41,800	45,900	53,100	59,800
Chair	30	38,000	42,100	50,500	55,900	66,800
Director	35	31,500	35,000	43,100	52,600	60,800
Head	2					
Coordinator	20	25,900	29,700	36,400	38,600	43,700
Assistant to	1					
Other Title	2					

TABLE 9

Administrative Faculty Salaries by Title and Region
Southern States

	N	10th	25th	50th	75th	90th
Associate Dean	50	$41,300	50,300	54,600	61,300	65,900
Assistant Dean	41	37,700	42,400	47,700	53,800	61,000
Chair	37	39,600	44,500	48,600	56,000	62,500
Director	51	31,500	36,900	43,700	50,700	61,900
Head	4			50,000		
Coordinator	14	26,500	30,400	33,300	42,300	46,300
Assistant to	4			35,600		
Other Title	5		27,200	35,000	36,900	

TABLE 10

Administrative Faculty Salaries by Title and Region
Western States

	N	10th	25th	50th	75th	90th
Associate Dean	27	$42,000	45,500	50,000	56,900	65,400
Assistant Dean	11	33,900	36,000	40,100	44,500	48,900
Chair	5		49,600	59,100	66,500	
Director	17	29,800	36,700	41,500	48,400	58,700
Head	2					
Coordinator	4			43,100		
Other Title	3			29,100		

TABLE 11

Administrative Faculty Salaries by Title and Institutional Control
Public Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	100	$34,800	40,500	44,800	50,500	53,800
Assistant Dean	83	31,400	34,700	39,000	43,900	49,400
Chair	67	32,400	36,100	39,900	45,700	50,600
Director	86	27,400	31,800	36,700	44,400	50,500
Head	8		38,700	40,500	42,300	
Coordinator	30	24,200	26,000	31,200	35,900	37,900
Assistant to	5		22,200	35,000	37,000	
Other Title	7		27,900	28,800	32,300	

TABLE 12

Administrative Faculty Salaries by Title and Institutional Control
Private (Secular) Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	21	$31,100	34,300	43,000	52,400	63,600
Assistant Dean	18	28,400	31,800	34,600	39,800	41,900
Chair	16	31,400	39,800	47,700	56,300	62,200
Director	17	24,600	28,600	30,100	33,800	43,700
Coordinator	9		23,700	29,800	32,300	
Assistant to	1					
Other Title	7		28,600	32,900	33,500	

TABLE 13

Administrative Faculty Salaries by Title and Institutional Control
Private (Religious) Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	17	$29,200	33,600	38,400	42,600	46,500
Assistant Dean	16	25,200	28,400	32,400	35,700	38,000
Chair	6		29,800	31,600	38,800	
Director	35	23,100	26,700	29,400	33,800	44,400
Coordinator	11	19,400	21,400	27,900	29,500	40,300
Assistant to	1					
Other Title	5		19,900	23,200	28,500	

TABLE 14

Administrative Faculty Salaries by Title and Institutional Control
Public Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	100	$42,500	49,600	54,700	61,700	65,700
Assistant Dean	83	38,400	42,400	47,700	53,600	60,400
Chair	67	39,600	44,100	48,800	55,900	61,800
Director	86	33,500	38,900	44,800	54,200	61,700
Head	8		47,300	49,500	51,700	
Coordinator	30	29,600	31,800	38,100	43,900	46,300
Assistant to	5		27,200	42,800	45,300	
Other Title	7		34,000	35,200	39,500	

TABLE 15

Administrative Faculty Salaries by Title and Institutional Control
Private (Secular) Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	21	$38,000	41,900	52,500	64,000	77,700
Assistant Dean	18	34,700	38,900	42,300	48,700	51,200
Chair	16	38,300	48,700	58,300	68,800	76,100
Director	17	30,100	34,900	36,800	41,300	53,400
Coordinator	9		28,900	36,400	39,400	
Assistant to	1					
Other Title	7		35,000	40,300	41,000	

TABLE 16

Administrative Faculty Salaries by Title and Institutional Control
Private (Religious) Institutions

	N	10th	25th	50th	75th	90th
Associate Dean	17	$35,700	41,100	47,000	52,100	56,800
Assistant Dean	16	30,800	34,800	39,600	43,700	46,500
Chair	6		36,400	38,600	47,400	
Director	35	28,200	32,600	36,000	41,300	54,300
Coordinator	11	23,800	26,100	34,100	36,100	49,300
Assistant to	1					
Other Title	5		24,300	28,300	34,900	

TABLE 17

Administrative Faculty Salaries by Title and Size of Nursing Faculty
Less than 20 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	16	$28,800	32,500	37,200	40,900	43,000
Assistant Dean	26	25,800	29,200	32,900	35,000	41,200
Chair	10	28,000	33,000	36,200	40,500	44,100
Director	40	23,200	26,900	29,700	34,900	37,500
Head	2					
Coordinator	23	21,400	24,100	29,500	35,800	39,900
Assistant to	2					
Other Title	5		19,900	21,300	28,500	

TABLE 18

Administrative Faculty Salaries by Title and Size of Nursing Faculty
21-40 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	49	$32,100	37,000	43,200	46,900	50,500
Assistant Dean	36	31,500	33,900	36,800	40,100	44,200
Chair	26	29,700	32,500	36,700	40,700	48,800
Director	40	23,500	28,400	31,800	36,700	48,100
Head	4			39,800		
Coordinator	24	23,000	25,600	29,800	34,300	37,900
Assistant to	2					
Other Title	8		24,800	28,700	32,100	

TABLE 19

Administrative Faculty Salaries by Title and Size of Nursing Faculty
More than 40 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	73	$36,500	41,900	46,600	52,600	57,200
Assistant Dean	55	30,900	35,800	39,700	44,300	50,600
Chair	53	32,900	39,700	43,500	50,300	56,000
Director	58	29,100	34,700	39,800	45,600	51,200
Head	2					
Coordinator	3			34,700		
Assistant to	3			28,500		
Other Title	6		29,600	33,200	34,900	

TABLE 20

Administrative Faculty Salaries by Title and Size of Nursing Faculty
Less than 20 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	16	$35,200	39,700	45,400	50,000	52,500
Assistant Dean	26	31,500	35,700	40,200	42,800	50,400
Chair	10	34,200	40,400	44,300	49,600	53,900
Director	40	28,300	32,900	36,400	42,700	45,800
Head	2					
Coordinator	23	26,200	29,500	36,000	43,800	48,800
Assistant to	2					
Other Title	5		24,300	26,000	34,900	

TABLE 21

Administrative Faculty Salaries by Title and Size of Nursing Faculty
21-40 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	49	$39,200	45,300	52,900	57,400	61,800
Assistant Dean	36	38,500	41,500	45,000	49,000	54,000
Chair	26	36,300	39,800	44,900	49,700	59,600
Director	40	28,800	34,700	38,900	44,800	58,800
Head	4		41,400	48,600	51,700	
Coordinator	24	28,100	31,200	36,400	41,900	46,300
Assistant to	2					
Other Title	8		30,300	35,100	39,200	

TABLE 22

Administrative Faculty Salaries by Title and Size of Nursing Faculty
More than 40 Faculty Members

	N	10th	25th	50th	75th	90th
Associate Dean	73	$44,600	51,200	56,900	64,300	69,900
Assistant Dean	55	37,700	43,800	48,500	54,200	61,900
Chair	53	40,200	48,500	53,200	61,500	68,400
Director	58	35,500	42,400	48,700	55,700	62,600
Head	2					
Coordinator	3			42,500		
Assistant to	3			34,800		
Other Title	6		36,200	40,500	42,700	

ACADEMIC YEAR

TABLE 23
ASSOCIATE DEANS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	49	$49,273	$9,586	2		
ASSOCIATE	57	$43,086	$6,260	12	$36,549	$5,150
ASSISTANT	12	$41,290	$9,314	5	$36,473	$7,116

TABLE 24
ASSISTANT DEANS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	22	$43,538	$7,541	1		
ASSOCIATE	36	$39,798	$5,408	14	$37,218	$4,468
ASSISTANT	21	$34,467	$4,271	19	$32,439	$6,147

TABLE 25
CHAIRPERSON: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	25	$46,131	$5,664	1		
ASSOCIATE	42	$42,010	$7,897	9	$35,396	$5,521
ASSISTANT	8	$36,724	$5,194	4	$27,992	$3,334

TABLE 26
DIRECTORS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	25	$44,850	$9,716	2		
ASSOCIATE	38	$38,176	$7,045	22	$31,933	$6,375
ASSISTANT	10	$35,918	$7,028	32	$29,769	$4,835

CALENDAR YEAR

TABLE 27
ASSOCIATE DEANS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	49	$60,223	$11,716	2		
ASSOCIATE	57	$52,661	$7,651	12	$44,671	$6,295
ASSISTANT	12	$50,466	$11,384	5	$44,578	$8,697

TABLE 28
ASSISTANT DEANS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	22	$53,213	$9,217	1		
ASSOCIATE	36	$48,641	$6,610	14	$45,489	$5,461
ASSISTANT	21	$42,126	$5,220	19	$39,648	$7,512

TABLE 29
CHAIRPERSON: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	25	$56,383	$6,922	1		
ASSOCIATE	42	$51,345	$9,652	9	$43,261	$6,748
ASSISTANT	8	$44,885	$6,348	4	$34,212	$4,074

TABLE 30
DIRECTORS: All Schools-All Regions

	DOCTORAL			NONDOCTORAL		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PROFESSOR	25	$54,817	$11,875	2		
ASSOCIATE	38	$46,660	$8,611	22	$39,029	$7,792
ASSISTANT	10	$43,899	$8,590	32	$36,385	$5,909

APPENDIX I

Background to the IDS Survey

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has consisted of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was routine until 1984 when it was placed on an alternating year schedule. This report is available in the 1987-88 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends.

A brief summary of the content of the four reports in the 1987-88 series is presented:

Salaries of Nursing Faculty: The reports on faculty salaries summarize the data in a section called Facts in Brief, followed by an explanation of the survey methods and a discussion of the data. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/secular, and private/religious. Tables presenting mean salaries are calculated by academic and calendar year. Data are presented by region and by institutional status

Salaries of Nursing Deans: The report on nursing deans and their mean salaries is presented on both academic and calendar year bases. Comparisons of average salaries are made by institutional control and type, academic health centers, deans continuing in office, type of program, faculty size, type of doctorate, title, rank, tenure, length of term, and years of experience.

Salaries of Administrative Faculty: This report, last published in 1986, summarizes data received on faculty members other than deans who have administrative functions in the school. Salaries are reported by academic and calendar year bases and region, as well as by institutional control, size of faculty, and title of position. Survey Forms and a list of participating member schools are included.

Enrollment and Graduations: This report compares data from the most recent five years' surveys on enrollment and graduations. Student categories are generic, RN, master's, and doctoral. Respondent schools are also compared by region, institutional type, and full or part-time status of students.

APPENDIX II

IDS
SURVEY FORMS

American Association of Colleges of Nursing
One Dupont Circle • Suite 530 • Washington, D.C. 20036 • (202) 463-6930

1987-88 AACN SURVEY
INSTITUTIONAL DATA

Name of school _____

Address of school _____

1. Your institution is: (Please check one)

   (1) ____ Public (2) ____ Private/Secular (3) ____ Private/Religious

2. Your school is part of an **academic health center**: (Please see definition on reverse; check one)

   (1) ____ Yes (2) ____ No

3. Your school of nursing is part of: (Please check one)

   (1) ____ University (2) ____ Four-year College (3) ____ Other (Please specify) _____

4. The salary basis for nursing faculty is: (Please see instructions on reverse; check one)

   (1) ____ Academic Year (9-10 mos) (2) ____ Calendar Year (11-12 mos) (3) ____ Mixed

5. Faculty, Teaching Assistants and Research Assistants: If none, enter zero; leave no blanks. (Please see instructions on reverse) Do not include dean/director in faculty number.

	Full-time	Part-time
Number of Faculty		
Number of Teaching Assistants		
Number of Research Assistants		

6. Categories of students enrolled: (Check all appropriate types)
   (a) ____ Associate
   (b) ____ Baccalaureate Generic
   (c) ____ Baccalaureate RN
   (d) ____ Master's
   (e) ____ Doctoral
   (f) ____ Combined Baccalaureate and Master's
   (g) ____ Post Doctoral

7. If you enroll students with an RN, do you: (Please see instructions on reverse)

   (a) have a separate program for them? (1) ____ Yes (2) ____ No
   (b) integrate them into the generic program? (1) ____ Yes (2) ____ No

8. Do you have any special programs for college graduates from other fields who are not registered nurses? (please see instructions on reverse)

   (a) Leading to a Baccalaureate in Nursing (1) ____ Yes (2) ____ No
   (b) Leading to a Master's in Nursing (1) ____ Yes (2) ____ No

Name of Dean _____

Signature of Dean _____

Signature of Person completing the form _____

Phone Number _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

Question #	Definition
2.	Academic Health Centers: As defined by the American Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health education program" - in our case nursing. Each health school generally maintains separate identity and autonomy.
3.	Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, e.g., assistant deans, please check "mixed." It will not be necessary for you to do conversions as AACN's system does this automatically.
4.	Faculty: Full-time: include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds. Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give number of individuals - NOT FTE. Do not include teaching assistants or research assistants.
7.	An RN student is one who is licensed as a registered nurse whether or not your school has a separate or special program for them.

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1987–88 AACN FACULTY SALARY SURVEY

PART A FULL-TIME FACULTY

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

School Name _____

Page _____ of _____ pages

NAMES	TYPE FACULTY (Circle only one number)		DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					TENURE STATUS (*see instructions on back. Circle only one number)				SALARY BASIS (Circle only one number)		SALARY	Line Number
	Nurse	Non-nurse	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Tenure System Tenured	Tenure System Not Tenured	Tenure System Special*	Have No Tenure System	Academic Year	Calendar Year		
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	01
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	02
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	03
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	04
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	05
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	06
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	07
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	08
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	09
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	10
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	11
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	12
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	13
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	14
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	15
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	16
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	17
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	18
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	19
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	20
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	21
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	22
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	23
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	24
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	25

INSTRUCTIONS ON REVERSE SIDE

INSTRUCTIONS FOR PART A FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries.

2. PURPOSE: Part A Form is for the collection of salaries and related data on all full-time faculty except the dean. Salaries for acting deans and faculty with administrative responsibility in the nursing program should be included on this form as well as on the Dean/Director-Administrative Salary Survey.

3. TYPE OF FACULTY: Circle only one number for each faculty member. Indicate if a nurse or nonnurse.

4. DEGREE LEVEL: Circle only one number for each faculty member.

5. FACULTY RANK: Circle only one number for each faculty member. Include only individuals having a faculty appointment in the report. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status, but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of "Others," please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

6. TENURE STATUS: Circle only one number for each faculty member.
   1 = School has tenure system and faculty member is tenured.
   2 = School has tenure system and faculty member is not tenured.
   3 = School has tenure system, but faculty member holds special non-tenure position (clinical, fixed term, etc.).
   4 = School does not have a tenure system.

7. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty teaching on a nine or ten month contract basis; use calendar year for faculty teaching on an eleven or twelve month contract basis.

8. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (Fall 1987). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total. The salary should include the total amount before any deductions are made (such as; tax sheltered annuities, contributions to retirement funds, insurance, etc.)

9. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

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1987-88 AACN FACULTY SALARY SURVEY

PART B PART-TIME FACULTY

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

School Name _____

Page _____ of _____ pages

NAMES	TYPE FACULTY (Circle only one number)		DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					TENURE STATUS (*see instructions on back. Circle only one number)				SALARY BASIS (Circle only one number)		SALARY	Line Number
	Nurse	Non-nurse	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Tenure System Tenured	Tenure System Not Tenured	Tenure System Special*	Have No Tenure System	Academic Year	Calendar Year		
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	01
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	02
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	03
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	04
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	05
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	06
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	07
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	08
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	09
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	10
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	11
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	12
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	13
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	14
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	15
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	16
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	17
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	18
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	19
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	20
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	21
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	22
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	23
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	24
	1	2	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	25

INSTRUCTIONS ON REVERSE SIDE

INSTRUCTIONS FOR PART B PART-TIME FACULTY SALARY FORM

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries.

2. PURPOSE: Part B Form is for the collection of salaries and related data on all part-time faculty.

3. TYPE OF FACULTY: Circle only one number for each faculty member. Indicate if a nurse or nonnurse.

4. DEGREE LEVEL: Circle only one number for each faculty member.

5. FACULTY RANK: Circle only one number for each faculty member. Include only individuals having a faculty appointment in the report. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status, but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of "Others," please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

6. TENURE STATUS: Circle only one number for each faculty member.
   1 = School has tenure system and faculty member is tenured.
   2 = School has tenure system and faculty member is not tenured.
   3 = School has tenure system, but faculty member holds special non-tenure position (clinical, fixed term, etc.).
   4 = School does not have a tenure system.

7. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty teaching on a nine or ten month contract basis; use calendar year for faculty teaching on an eleven or twelve month contract basis. If hired for only one quarter or semester, please indicate with an asterisk in the right margin.

8. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (Fall 1987). The salary should include the total amount before any deductions are made (such as; tax sheltered annuities, contributions to retirement funds, insurance, etc.)

9. PAGES: Each page has space for 25 salaries. Add pages as needed and number consecutively.

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1987-88 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   (1) ____ Dean (2) ____ Director (3) ____ Chair (4) ____ Acting Dean (5) ____ Other _____ (specify)
   (An acting dean need not complete questions 2-12 but should return the form.)

2. RANK: (check one) (1) ____ Prof. (2) ____ Assoc. Prof. (3) ____ Asst. Prof. (4) ____ No Rank

3. TENURE: (academic) (1) ____ Yes (2) ____ No (3) ____ Institution has no tenure system

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)

   (1) ____ No fixed term (2) ____ 2 yr. (3) ____ 3 yr. (4) ____ 4 yr. (5) ____ 5 yr. (6) ____ 6 or more yr.

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

   (1) ____ Yes, internal within the institution (2) ____ Yes, internal and external (3) ____ No

6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? (1) ____ Yes (2) ____ No

7. SALARY: [ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. SALARY BASIS: (check one) (1) ____ Academic year (2) ____ Calendar year

9. TIME IN DEANSHIP: Present school [ ] years Other school(s) [ ] years

10. SERVICE ON THE STATE BOARD OF NURSING: (check one)

    (1) ____ Dean/Director presently is a member
    (2) ____ A faculty person is a member
    (3) ____ No member from the school

11. HIGHEST DEGREE: (check only the highest earned degree)

    Doctorate
    (1) ____ D.N.S. or D.N.Sc. (2) ____ Ed.D. (3) ____ Ph.D. (specify field) _____
    (4) ____ D.P.H. or DR.P.H. (5) ____ other (specify field) _____

    Masters
    (6) ____ Nursing (7) ____ other (specify field) _____

12. OTHER ADMINISTRATIVE TITLES:
    Do you hold another administrative title in addition to dean/director/chairperson of the school of nursing (the title checked in question 1)?
    (check one) (1) ____ Yes (2) ____ No

    If yes, please specify the title(s) _____

13. Did your institution grant an honorary degree to a nurse during the 1986-87 academic year?
    (check one) (1) ____ Yes (2) ____ No

    If yes, please specify name of honoree _____

Signature of Dean or Director _____

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1987-88 AACN ADMINISTRATIVE SALARY SURVEY

This form should include all full-time nursing faculty with 50% or more administrative responsibility. Do not include administrators who hold no academic rank or the Dean. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

If school has no administrative faculty, other than the Dean, please check here and return. ☐

List below the ***administrative titles*** (not the names) of faculty who carry major administrative responsibility.	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					TENURE STATUS (Circle only one number)				SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Tenure System Tenured	Tenure System Not Tenured	Tenure System Special*	Have No Tenure System	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	01
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	02
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	03
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	04
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	05
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	06
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	07
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	08
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	09
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	10
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	11
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	12
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	13
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	14
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	15
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	16
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	17
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	18
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	19
	1	2	1	2	3	4	5	1	2	3	4	1	2	___ ___,___ ___ ___	20

Notes or questions: Please refer to line number.

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1987-88 AACN SURVEY
ENROLLMENT AND GRADUATION DATA

Name of school _____

Address of school _____

List enrollment and graduation data as of October 15, 1987. Use your own institution's definition to define full-time and part-time student status.

1. Enrollment and graduation data: (Please fill in all boxes; enter zero where appropriate. Please see instructions on reverse)

		Fall 1987 Full-time Students	Fall 1987 Part-time Students	1986-87 Graduates During 86-87 Academic Year
Baccalaureate:	Generic			
	R.N.			
Graduate:	Master's			
	Doctoral			
	Post Doctoral			

2. How many times per year do you admit students into the baccalaureate program?

   (1) ____ once per year
   (2) ____ two times per year
   (3) ____ three times per year

3. For the baccalaureate class admitted this fall:

   (1) _____ number of qualified applications were received
   (2) _____ number of students were accepted
   (3) _____ number of students enrolled/registered
   (4) _____ number of additional students, if any that could have been accommodated in the class. (If school has open or unlimited enrollment policy enter 9999 in space.)

Signature of Person completing the form _____

Name of Dean _____

Signature of Dean _____

APPENDIX III

REPORT ON SALARIES OF ADMINISTRATIVE FACULTY EXCLUDING DEANS

PARTICIPATING SCHOOLS
NORTH ATLANTIC STATES

PUBLIC

Bloomsburg University
Bloomsburg,PA
City College of CUNY
New York,NY
Herbert H. Lehman College of CUNY
Bronx,NY
Hunter College of CUNY
New York,NY
Indiana University of Pennsylvania
Indiana,PA
Jersey City State College
Jersey City,NJ
Kean College of New Jersey
Union,NJ
Millersville University
Millersville,PA
Pennsylvania State University
University Park,PA
Rhode Island College
Providence,RI
Rutgers, The State University
Newark,NJ
Salem State College
Salem,MA
Southeastern Massachusetts Univ.
North Dartmouth,MA
Southern Connecticut State Univ.
New Haven,CT
SUNY/Binghamton
Binghamton,NY
SUNY/Buffalo
Buffalo,NY
SUNY/College at Brockport
Brockport,NY
SUNY/College at Plattsburgh
Plattsburgh,NY
SUNY/College of Technology
Utica,NY
SUNY/Health Science Center
Brooklyn,NY
SUNY/Health Sciences Center
Syracuse,NY
SUNY/Stony Brook
Stony Brook,NY
Temple University
Philadelphia,PA
Thomas A. Edison State College
Trenton,NJ
Trenton State College
Trenton,NJ

PUBLIC continued

Univ. of Mass. Medical Center
Worcester,MA
Univ. of Massachusetts-Amherst
Amherst,MA
University of Connecticut
Storrs,CT
University of Delaware
Newark,DE
University of Massachusetts-Boston
Boston,MA
University of New Hampshire
Durham,NH
University of Rhode Island
Kingston,RI
University of Southern Maine
Portland,ME
University of Vermont
Burlington,VT
West Chester University
West Chester,PA
Westbrook College
Portland,ME
Western Connecticut State Univ.
Danbury,CT
Worcester State College
Worcester,MA

PRIVATE (SECULAR)

Adelphi University
Garden City,NY
Alfred University
Alfred,NY
Colby-Sawyer College
New London,NH
College of Mount Saint Vincent
Riverdale,NY
College of New Rochelle
New Rochelle,NY
Columbia Univ. Teachers College
New York,NY
Columbia University
New York,NY
Curry College
Milton,MA
D'Youville College
Buffalo,NY
Daemen College
Amherst,NY
Fairleigh Dickinson University
Rutherford,NJ

PRIVATE (SECULAR) continued

Hartwick College
Oneonta,NY
Howard University
Washington,DC
Husson College/Eastern Maine
Bangor,ME
Long Island University-Brooklyn
Brooklyn,NY
Lycoming College
Williamsport,PA
Massachusetts College of Pharmacy
Boston,MA
MGH Institute of Health Professions
Boston,MA
Monmouth College
West Long Branch,NJ
Nazareth College of Rochester
Rochester,NY
New York University
New York,NY
Niagara University
Niagara University,NY
Northeastern University
Boston,MA
Pace University
Pleasantville,NY
Quinnipiac College
Hamden,CT
Russell Sage College
Troy,NY
Syracuse University
Syracuse,NY
Thomas Jefferson University
Philadelphia,PA
Univ. of the State of New York
Albany,NY
University of Hartford
West Hartford,CT
University of Pennsylvania
Philadelphia,PA
University of Pittsburgh
Pittsburgh,PA
University of Rochester
Rochester,NY
Widener University
Chester,PA
Wilkes College
Wilkes-Barre,PA
Wilmington College
New Castle,DE
Yale University
New Haven,CT
York College of Pennsylvania
York,PA

PRIVATE (RELIGIOUS)

Albright College
Reading,PA
Atlantic Union College
South Lancaster,MA
Boston College
Chestnut Hill,MA
Carlow College
Pittsburgh,PA
Catholic University of America
Washington,DC
College Misericordia
Dallas,PA
Dominican College of Blauvelt
Orangeburg,NY
Duquesne University
Pittsburgh,PA
Fairfield University
Fairfield,CT
Felician College
Lodi,NJ
Georgetown University
Washington,DC
Gwynedd-Mercy College
Gwynedd Valley,PA
Messiah College
Grantham,PA
Molloy College
Rockville Centre,NY
Neumann College
Aston,PA
Sacred Heart University
Bridgeport,CT
Saint Francis College
Loretto,PA
Saint Peter's College
Jersey City,NJ
Seton Hall University
South Orange,NJ
St. Anselm College
Manchester,NH
St. Joseph College
West Hartford,CT
St. Joseph's College
North Windham,ME
Thiel College
Greenville,PA
University of Scranton
Scranton,PA
Villa Maria College
Erie,PA
Villanova University
Villanova,PA
Waynesburg College
Waynesburg,PA

MIDWESTERN STATES

PUBLIC

Ball State University
Muncie,IN
Chicago State University
Chicago,IL
Cleveland State University
Cleveland,OH
Ferris State College
Big Rapids,MI
Fort Hays State University
Hays,KS
Governors State University
University Park,IL
Grand Valley State College
Allendale,MI
Indiana State University
Terre Haute,IN
Indiana University
Indianapolis,IN
Kent State University
Kent,OH
Lake Superior State University
Sault St. Marie,MI
Medical College of Ohio
Toledo,OH
Metropolitan State University
St. Paul,MN
Miami University
Hamilton,OH
Michigan State University
East Lansing,MI
Northeast Missouri State University
Kirksville,MO
Northern Illinois University
DeKalb,IL
Northern Michigan University
Marquette,MI
Oakland University
Rochester,MI
Ohio State University
Columbus,OH
Ohio University
Athens,OH
Purdue University
West Lafayette,IN
Saginaw Valley State College
University Center,MI
South Dakota State University
Brookings,SD
Southern Illinois University
Edwardsville,IL
The Wichita State University
Wichita,KS
Univ. of Wisconsin-Eau Claire
Eau Claire,WI

PUBLIC continued

University of Akron
Akron,OH
University of Cincinnati
Cincinnati,OH
University of Illinois
Chicago,IL
University of Iowa
Iowa City,IA
University of Kansas
Kansas City,KS
University of Michigan
Ann Arbor,MI
University of Minnesota
Minneapolis,MN
University of Missouri-Columbia
Columbia,MO
University of Missouri-Kansas City
Kansas City,MO
University of Missouri-St. Louis
St. Louis,MO
University of Nebraska
Omaha,NE
University of North Dakota
Grand Forks,ND
University of Wisconsin-Madison
Madison,WI
University of Wisconsin-Milwaukee
Milwaukee,WI
University of Wisconsin-Oshkosh
Oshkosh,WI
Washburn University of Topeka
Topeka,KS
Wayne State University
Detroit,MI
Wright State University
Dayton,OH
Youngstown State University
Youngstown,OH

PRIVATE (SECULAR)

Alverno College
Milwaukee,WI
Aurora University
Aurora,IL
Barat College and the
North Chicago,IL
Bishop Clarkson College
Omaha,NE
Bradley University
Peoria,IL
Case Western Reserve University
Cleveland,OH
Concordia Coll.-W. Suburban College
Oak Park,IL

PRIVATE (SECULAR) continued

Deaconess College of Nursing
St. Louis,MO
Marion College
Marion,IN
Northwestern University
Chicago,IL
Ohio Wesleyan University
Delaware,OH
Research College of Nursing
Kansas City,MO
Rush University
Chicago,IL

PRIVATE (RELIGIOUS)

Ashland College
Ashland,OH
Avila College
Kansas City,MO
Bethel College
St. Paul,MN
Cardinal Stritch College
Milwaukee,WI
Cedarville College
Cedarville,OH
College of Mount St. Joseph
Mount St. Joseph,OH
College of St. Scholastica
Duluth,MN
Columbia College of Nursing
Milwaukee,WI
Creighton University
Omaha,NE
DePaul University
Chicago,IL
DePauw University
Greencastle,IN
Elmhurst College
Elmhurst,IL
Goshen College
Goshen,IN
Graceland College
Independence,MO
Grand View College
Des Moines,IA
Hope/Calvin Colleges
Holland,MI
Illinois Wesleyan University
Bloomington,IL
Lewis University
Romeoville,IL
Loyola University
Chicago,IL
Luther College
Decorah,IA
Madonna College
Livonia,MI

PRIVATE (RELIGIOUS) continued

Marquette University
Milwaukee,WI
Marycrest College
Davenport,IA
Marymount College of Kansas
Salina,KS
Mennonite College of Nursing
Bloomington,IL
Mercy College of Detroit
Detroit,MI
Millikin University
Decatur,IL
Nazareth College in Kalamazoo
Kalamazoo,MI
North Park College
Chicago,IL
Saint Francis College
Fort Wayne,IN
Saint Louis University
Saint Louis,MO
Saint Mary's College
Notre Dame,IN
St. Mary of the Plains College
Wichita,KS
St. Olaf College
Northfield,MN
St. Xavier College
Chicago,IL
The College of St. Catherine
Saint Paul,MN
The University of Indianapolis
Indianapolis,IN
Trinity Christian College
Palos Heights,IL
Union College
Lincoln,NE
University of Evansville
Evansville,IN
Ursuline College
Pepper Pike,OH
Valparaiso University
Valparaiso,IN

SOUTHERN STATES

PUBLIC

Alcorn State University
Natchez,MS
Angelo State University
San Angelo,TX
Arkansas State University
State University,AR
Auburn University
Auburn University,AL
Auburn University at Montgomery
Montgomery,AL
Austin Peay State University
Clarksville,TN
Bowie State College
Bowie,MD
Central State University
Edmond,OK
Clemson University
Clemson,SC
Coppin State College
Baltimore,MD
Corpus Christi State University
Corpus Christi,TX
Delta State University
Cleveland,MS
East Carolina University
Greenville,NC
East Tennessee State University
Johnson City,TN
Eastern Kentucky University
Richmond,KY
Florida A & M University
Tallahassee,FL
Florida Atlantic University
Boca Raton,FL
Florida International University
North Miami,FL
Florida State University
Tallahassee,FL
George Mason University
Fairfax,VA
Georgia College
Milledgeville,GA
Georgia Southern College
Statesboro,GA
Georgia State University
Atlanta,GA
Hampton University
Hampton,VA
Jacksonville State University
Jacksonville,AL
James Madison University
Harrisonburg,VA
Kennesaw College
Marietta,GA

PUBLIC continued

Lander College
Greenwood,SC
Langston University
Tulsa,OK
Louisiana State Univ.-Medical Ctr.
New Orleans,LA
Marshall University
Huntington,WV
Medical College of Georgia
Augusta,GA
Medical Univ. of South Carolina
Charleston,SC
Memphis State University
Memphis,TN
Mississippi Univ. for Women
Columbus,MS
Murray State University
Murray,KY
Norfolk State University
Norfolk,VA
North Carolina A&T State Univ.
Greensboro,NC
North Carolina Central Univ.
Durham,NC
North Georgia College
Dahlonega,GA
Northeast Louisiana University
Monroe,LA
Northwestern Oklahoma State Univ.
Alva,OK
Prairie View A & M University
Houston,TX
Radford University
Radford,VA
Southeastern Louisiana University
Hammond,LA
Southern University-Baton Rouge
Baton Rouge,LA
Southwestern Oklahoma State Univ.
Weatherford,OK
Tennessee State University
Nashville,TN
Texas Tech University
Lubbock,TX
Texas Woman's University
Denton,TX
The University of Alabama
Tuscaloosa,AL
Troy State University
Troy,AL
Univ of South Florida Med Ctr
Tampa,FL
Univ. of Arkansas for Med. Science
Little Rock,AR

PUBLIC continued

Univ. of North Carolina-Chapel Hill
Chapel Hill,NC
Univ. of North Carolina-Charlotte
Charlotte,NC
Univ. of North Carolina-Wilmington
Wilmington,NC
Univ. of South Carolina-Spartanburg
Spartanburg,SC
Univ. of Southern Mississippi
Hattiesburg,MS
Univ. of Southwestern Louisiana
Lafayette,LA
University of Alabama at Birmingham
Birmingham,AL
University of Alabama-Huntsville
Huntsville,AL
University of Central Arkansas
Conway,AR
University of Central Florida
Orlando,FL
University of Florida
Gainesville,FL
University of Kentucky
Lexington,KY
University of Louisville
Louisville,KY
University of Maryland-Baltimore
Baltimore,MD
University of Mississippi
Jackson,MS
University of North Alabama
Florence,AL
University of North Florida
Jacksonville,FL
University of Oklahoma
Oklahoma City,OK
University of Puerto Rico
San Juan,PR
University of South Alabama
Mobile,AL
University of South Carolina
Columbia,SC
University of Tennessee-Chattanooga
Chattanooga,TN
University of Tennessee-Knoxville
Knoxville,TN
University of Tennessee-Memphis
Memphis,TN
University of Texas
San Antonio,TX
University of Texas-Arlington
Arlington,TX
University of Texas-Austin
Austin,TX
University of Texas-El Paso
El Paso,TX

PUBLIC continued

University of Texas-Galveston
Galveston,TX
University of Texas-Houston
Houston,TX
University of Texas-Tyler
Tyler,TX
University of Virginia
Charlottesville,VA
Valdosta State College
Valdosta,GA
Virginia Commonwealth University
Richmond,VA
Virginia State University
Petersburg,VA
West Virginia Univ.-Morgantown
Morgantown,WV
Western Kentucky University
Bowling Green,KY
Winston Salem State University
Winston-Salem,NC

PRIVATE (SECULAR)

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Baltimore,MD
The University of Tulsa
Tulsa,OK
University of Miami
Miami,FL
Vanderbilt University
Nashville,TN

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Dallas,TX
Bellarmine College
Louisville,KY
College of Notre Dame of Maryland
Baltimore,MD
Columbia Union College
Takoma Park,MD
Eastern Mennonite College
Harrisonburg,VA
Emory University
Atlanta,GA
Harding University
Searcy,AR
Incarnate Word College
San Antonio,TX
Lenoir-Rhyne College
Hickory,NC

PRIVATE (RELIGIOUS) continued

Lynchburg College
Lynchburg,VA
Marymount University
Arlington,VA
Mississippi College
Clinton,MS
Oral Roberts University
Tulsa,OK
Queens College
Charlotte,NC
Samford University
Birmingham,AL
Southwestern Adventist College
Keene,TX
Spalding University
Louisville,KY
Texas Christian University
Fort Worth,TX
Tuskegee University
Tuskegee,AL

WESTERN STATES
PUBLIC

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Tempe,AZ
California St. Coll-Bakersfield
Bakersfield,CA
California State Univ. - Fresno
Fresno,CA
California State Univ.-Long Beach
Long Beach,CA
California State Univ.-Los Angeles
Los Angeles,CA
California State Univ.-Sacramento
Sacramento,CA
California State University
Carson,CA
Idaho State University
Pocatello,ID
Intercollegiate Center for
Spokane,WA
Lewis-Clark State College
Lewiston,ID
Montana State University
Bozeman,MT
Northern Arizona University
Flagstaff,AZ
Oregon Health Sciences University
Portland,OR
San Diego State University
San Diego,CA
San Francisco State University
San Francisco,CA

PUBLIC continued

San Jose State University
San Jose,CA
Univ. of California-Los Angeles
Los Angeles,CA
Univ. of California-San Francisco -
San Francisco,CA
University of Alaska
Anchorage,AK
University of Arizona
Tucson,AZ
University of Colorado Health
Denver,CO
University of Hawaii at Manoa
Honolulu,HI
University of Nevada-Reno
Reno,NV
University of New Mexico
Albuquerque,NM
University of Northern Colorado
Greeley,CO
University of Utah
Salt Lake City,UT
University of Washington
Seattle,WA
University of Wyoming
Laramie,WY
Western Washington University
Bellingham,WA

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Phoenix,AZ
University of Southern California
Los Angeles,CA
Westminster College
Salt Lake City,UT

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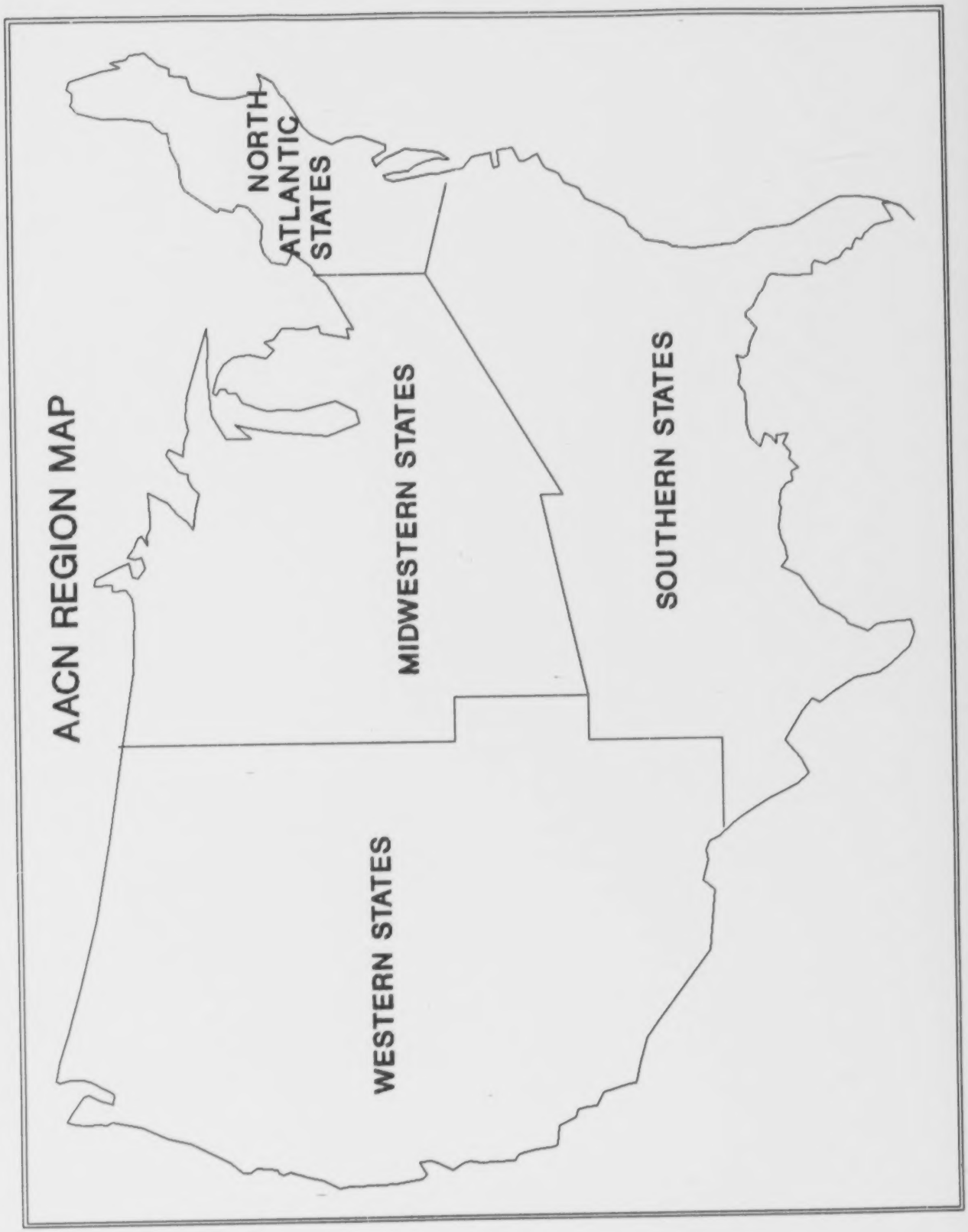
Provo,UT
Grand Canyon College
Phoenix,AZ
Loma Linda University
Loma Linda,CA
Pacific Lutheran University
Tacoma,WA
Seattle University
Seattle,WA
University of Portland
Portland,OR
University of San Diego
San Diego,CA
University of San Francisco
San Francisco,CA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MIDWESTERN STATES
SOUTHERN STATES
WESTERN STATES

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